

County of San Diego

Department of Housing and Community Development Family Self-Sufficiency Program

12 Challenges for 2012

Challenge

This month, we encourage you to:

Get Connected!

To help you achieve this goal, we've included articles and resources with this challenge. For more information, feel free to contact the FSS Team by replying to this email.

County Connections

The County of San Diego has several sites operating to keep you informed 24/7. Click on the logos below to get connected to everything from job listings, community events, emergency information and more!



HCD is on Facebook! "Like" us and get updates on the latest housing news.



The County's Twitter page kept followers informed during last year's power outage.



email button (red and about 1/2 way down the page) the latest County news will be sent directly

By clicking on the



account is loaded with videos of community events, area news, job descriptions and more!

The County's YouTube

Social Networking 101 Recently, the news has been buzzing with stories about social networking sites and

privacy laws. To explain the laws in a clear way, www.backgroundcheck.org created the following graphic to help consumers better understand their rights.

BILL OF RIGHTS

As our lives become increasingly digital, many of us share more

INTRODUCTION

and more on social media sites

Consequently, employers and colleges have started to request

access to our personal profiles as a way to learn more about us. Should the same standards of privacy we've come to expect

offline apply online, too? Take a look.

THE SITUATION



of recruiters reported policies that required online research of applications. Some employers had been asking applicants to surrender their usernames and passwords during interviews, but a complaint from the ACLU in 2011 stopped that practice. Now many ask applicants to sign into their social accounts so the interviewer can

publicly available social media

profiles. One survey said 75%

prevents managers from viewing their accounts.

made their social media

profiles private, which



because they need or want the job.

Nearly all applicants agree

to this voluntary review,

WHO'S ASKING FOR ACCESS?



requiring studentathletes to "friend" a coach or administrator

Some colleges are

who can monitor their account. WHAT'S THE PROBLEM?



applicants to sign into

their social media

profiles to be screened.



do so to make sure applicants don't have ties to gangs.



Some applicants are

asked to friend

background

investigators on social sites as a part of the screening process. Requesting access to someone's personal social profile is going too far. Some people say



usernames and passwords from applicants than others.

for private employers to

According to the ACLU: "It's an invasion of privacy



NETWORKS' TERMS OF SERVICE

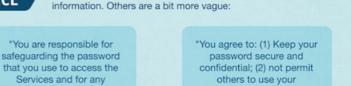


Bugging students' apartments

it's the equivalent of:

insist on looking at people's private Facebook pages as a condition of employment or consideration in an application process. People are entitled to their private lives." - ACLU attorney Catherine Crump

Some social networks are quite clear on the issue of sharing login



account."



"You will not share your

password, ... let anyone else access your account, or do anything else that

might jeopardize the

security of your account."

activities or actions under

your password."

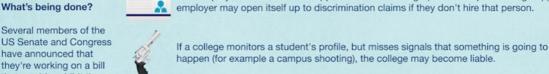


Many employers and colleges don't realize that by requesting access to your social LEGAL CONSEQUENCES media profiles, they may then become liable for the content you post. Some

situations may include:

Facebook says they will threaten legal action against those who violate their policy.

"As a user, you shouldn't be forced to share your private information and communications just to get a job. And as the friend of a user, you shouldn't have to worry that your private information or communications will be revealed to someone you don't know and didn't intend to share with just because that user is looking for a job." - Erin Egan, Facebook's Chief Privacy Officer, Policy



If an employer finds out that an applicant is a certain age (or another protected group), the employer may open itself up to discrimination claims if they don't hire that person.

This Bill of Rights petition was drafted and adopted by concerned social media

If an applicant, student or employee has an admission of guilt on their profile, the employer or college may assume liability for the protection of the information that they've seen.

that would prohibit these requests.



SOCIAL NETWORK USERS' BILL OF RIGHTS

users after the 2010 Computers, Freedom and Privacy Conference.

3. Freedom of speech: Do not delete or modify my data without a clear policy and justification. 4. Empowerment: Support assistive technologies and universal

2. Clarity: Make sure that policies, terms of service, and settings are easy

We the users expect social network sites to provide us the following rights in their Terms of Service, Privacy Policies, and implementations of

1. Honesty: Honor your privacy policy and terms of service.

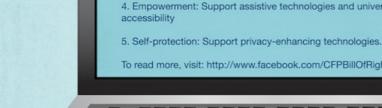
- To read more, visit: http://www.facebook.com/CFPBillOfRights/info

Article courtesy of BackgroundCheck.org. For more information about this story, visit their website here.



Department of Housing and Community Development's programs and activities, like us on Facebook!





their system:

to find and understand.

SOURCES: aclu.org/blog/technology-and-liberty/ | privacyrights.org | boston.com | redtape.msnbc.msn.com | thenextweb.com |

finance.yahoo.com | facebook.com | twitter.com |linkedin.com | dailykos.com | blogs.citypages.com | theverge.com | msnbc.com Information provided by: http://www.backgroundcheck.org

For information on all of the County of San Diego